

Inclusive workplace evaluation checklist

Use this checklist to evaluate how inclusive a workplace is when considering your next role in tech.

INCLUSION & REPRESENTATION

- ☐ The organisation publishes diversity and inclusion goals.
- ☐ There are measurable gender representation targets.
- ☐ Leadership is publicly accountable for inclusion progress.

BELONGING & COMMUNITY

- ☐ Employee resource groups or networks exist (e.g., gender, ethnicity, LGBTQ+, disability).
- ☐ There are visible initiatives that support belonging.
- ☐ Employees are encouraged to bring their authentic selves to work.

INCLUSIVE HIRING PRACTICES

- ☐ Recruitment processes are described as fair and accessible.
- ☐ There are alternative entry routes (apprenticeships, graduate schemes, returner programmes).
- ☐ The employer demonstrates commitment to widening access.

CAREER DEVELOPMENT

- ☐ Structured training and development programmes are offered.
- ☐ Mentorship or sponsorship opportunities are available.
- ☐ Clear progression pathways into leadership exist.

TRANSPARENCY & ACCOUNTABILITY

- ☐ The company publishes gender pay gap or diversity data.
- ☐ Progress updates on inclusion initiatives are shared.
- ☐ There is evidence of continuous improvement efforts.

Heathrow has received several awards in recognition of our commitment to equality, diversity and inclusion.